

oppression
upon
reflection
1974

oppression
upon
reflection
1974

oppression
upon
reflection
1974

oppression
upon
reflection
1974

301.4157
CLO

Image of original *Oppression Upon Reflection 1974* cover, designed by Peter de Waal using 'Letraset' (sheets of transferable typefaces and other artwork elements which were used to create artwork and publications). Dimension: 136mm x 212mm

OPPRESSION

**UPON
REFLECTION
1974**

Mike Clohesy
Peter de Waal

for
CAMP NSW

Image of original title page in *Oppression Upon Reflection 1974*

C A M P N S W

Box 5074 GPO

Sydney 2001

January 1975

Copyright: all rights reserved.

National Library of Australia Card
number and ISBN: 0 909256 02 0

CONTENTS

Foreword	6
Preface	7
POLITICAL ARENA	8
Section 1: Australian Government	9
1.1 Law Change	9
1.2 Human Rights Bill	10
1.3 National Compensation scheme	12
1.4 Superannuation Scheme for Australian Government Employees	14
1.5 National Superannuation Scheme	16
1.6 Australian Public Service Commission	17
1.7 Family Register	21
1.8 Human Relationships Commission	22
1.9 Classified Telephone Directory	22
1.10 Population Census 1976	23
1.11 International Women's Year	23
1.12 CAMP NSW Centre, Glebe	24
Section 2: South Australian Government	26
2.1 Dr Duncan	26
Section 3: Western Australian Government	26
3.1 Homosexuality Commission	26
Section 4: Minority Groups	29
Section 5: Miscellaneous	29
5.1 Penny Short	29
5.2 May Federal Election	30
5.3 Country Party	30
5.4 Registration	30
5.5 Chile	30
5.6 Victorian Discrimination Bureau	31
5.7 Australian Union of Students 1975	31
5.8 Prisons	32
RELIGION	33
Section 6: Anglican Church	34
6.1 Homosexuals Report Back	34
6.2 Synod v Peter Bonsall-Boone	35
Section 7: Festival of Light	36
7.1 Sydney Rally	36

PUBLIC EDUCATION & INFORMATION	37
Section 8: Media	38
Section 9: Other	40
Appendix	42
Homosexual Bureau	42

Foreword

It would never be contested that the work performed by voluntary movements is left unsung and unknown much more often than it is bruited abroad. The simple reason is that the volunteers are too busy getting the work done to be able to find time to record their efforts. This has certainly been true of CAMP ¹ NSW since its birth in July 1970.

1974 has been a year which has seen more direct political activity by CAMP NSW than any year before, and it goes without mention that much of this work has been produced by a very few people.

The many hours of effort given freely by those who have been involved in Phone-A-Friend ² and in the Coffee Shop ³ are not chronicled here – yet there can be few members of CAMP who are unaware that someone from CAMP can be reached either in person or on the telephone any day of the year.

This publication is the story of the direct political action which has been carried out right through the past year, and it has been written by two of the people most actively involved in this action. They are extraordinarily capable volunteers, for they have worked throughout the year, and now have created time enough to record this work. We share their enthusiasm that the story must be told to as many people as possible, so that the whole of society can learn about the task that lies ahead; and lend support and encouragement to CAMP NSW to get on with that task.

Margaret Mc Mann
Peter Bonsall-Boone

Co Presidents
January 1975

¹ Unless otherwise specified, all dates refer to 1974.

In the late 60s and early 70s the word CAMP was used to describe a person who was homosexual. *The Macquarie Dictionary* describes camp as: 'to act in a camp manner', or 'to be a homosexual'.

² Phone-A-Friend was established in early 1973 at 16 Terry Street, Balmain as an outreach to the gay and lesbian community. The idea and translated name came from Sweden where such a service had been established the previous year by Christer Stahl. Phone-A-Friend was the predecessor to what is now the Gay and Lesbian Counselling Service.

³ The CAMP NSW Centre at the time was at 33a Glebe Point Road, Glebe. Upstairs at the centre were meeting rooms, a library and a specific room for the Phone-A-Friend telephone service. Downstairs was a large room and kitchen the former was used as a drop-in-centre and was called the Coffee Shop.

Preface

1974 has seen CAMP, as part of its work, reaching into many areas in which the oppressors of homosexuals most clearly manifest this oppression, challenging the bases of their attitudes and the structures which express and give support to those attitudes. These moves are documented in the following pages.

Our oppressors have shown many faces: from clergyman Knox who thinks the matter is one for God to handle, to parliamentarian Wentworth who 'appreciates the difficulties in which we are placed', but cautions:

The most import thing is that nothing you do should be allowed to encourage more people to involve themselves in these same difficulties,⁴

to Prime Minister Whitlam who asserts that the Australian Government has used every administrative discretion available to prevent discrimination against homosexuals, but casts our demands to one side,⁵ to Minister for Social Security [Bill] Hayden who assures CAMP that its pioneer work amongst the homosexual community is well appreciated but both fails to do anything to ensure the continuance of that work and to support any of our initiatives.⁶

The most that has been achieved from the whole range of these activities has been sympathetic noises. Nothing positive has been achieved.

Challenging basic structures (and there are other ways to do this than those documented here) is not an acceptable activity and oppressors will do and have done all they can to ensure that liberation does not succeed.

What is needed, then, is that the oppressed take up the cry of liberation, that homosexuals shout 'We demand justice' and join together in the struggle to achieve this.

Sister and brother homosexuals, we will only shake off the chains of oppression and be truly free when we pressure the governments to recognise life-styles other than the nuclear family; when we have the courage to face family and friends with the fact of our homosexuality; when we reject the label sick; when we throw the label sinful back at the clergy and force them to re-read their bibles; when we refuse to allow people to exploit our oppression. When we realise that those who make the rules in our society do not have a monopoly on the truth, that there is nothing unchangeable about the System they have created.

Be strong and proud ... demand change ... struggle to obtain it.

mc [Michael Clohesy]
pdw [Peter de Waal]

⁴ W.C. Wentworth to CAMP NSW, 13 August.

⁵ M. Delaney, Private Secretary to the Prime Minister to CAMP NSW, 22 October.

⁶ Bill Hayden, Minister for Social Security to CAMP NSW, 21 November.

political arena



Image of original chapter page in *Oppression Upon Reflection* 1974

Section 1: Australian Government

1.1 Law Change

On 18 October 1973, John Gorton moved in the [Federal] House of Representatives:

That in the opinion of this House homosexual acts between consenting adults in private should not be subject to the criminal law.⁷

This motion was passed 64 votes to 40. Most Australians obtained the false impression that as a result of this, the laws relating to homosexual acts had been amended. In fact, all the motion did was give voice to the opinion of the parliamentarians who voted on it. What the Australian Government needed to do to amend these laws in the ACT (the only area its laws in this regard affect) was implement an ordinance amending the laws. It has always had the power to do this.

From the time the favourable expression of opinion was given in the House, CAMP NSW pressed the Attorney-General's Department to draft the required ordinance, and frequently by letter and telephone requested a copy of it so that homosexuals through CAMP, would be in a position to comment on legislation affecting their lives, either directly, for those in the ACT, or indirectly, for those in the states who wish to use it as a model when pressuring state governments for action along similar lines.

Only in late August 1974 was the draft ordinance received. In a matter of days a reply was drafted and sent outlining CAMP's belief that 'the only satisfactory legal position would be a programme of sex law repeal' and its general dissatisfaction with the proposed ordinance.⁸

Some of the more specific objections to the ordinance concerned incest (clause 3(2)(a)), clause 3(1) which indicated that sexual relations between more than two people would still be prosecutable, and fears that the sexual relations of homosexual women, previously not subject to the criminal law, would, with the implementation of this ordinance, become so subject.

After some time the Attorney-General's Department replied by telephone to the aforementioned questions. The senior officer responsible for the ordinance advised that an approach would need to be made to the Attorney-General to have incest abolished as a crime. Since the officer was not aware that sexual relations were possible between more than two homosexuals at any one time, our objections to clause 3(1) were not understood. He therefore also advised an approach to the Attorney-General on this matter. We were verbally assured by him that since the purpose of the ordinance was not to create new crimes but merely to abolish existing ones, women would not be affected by it. The recommended approaches to the Attorney-General were made immediately.⁹

⁷ Australia, Parliamentary Debates, *Weekly Hansard*, House of Representatives, no. 18, 15-18 October 1973, p. 2327.

⁸ CAMP NSW to C.B. Fernando, Attorney-General's Department Canberra, 17 September.

⁹ CAMP NSW to Senator L.K. Murphy, Attorney-General, 30 September.

In the ensuing weeks, numerous telephone calls were made in our endeavour to elicit a response to the approaches. Nine weeks passed before this verbal reply was received, at the beginning of December 1974. It was pointed out that while the belief was held by the Attorney-General that incest should be abolished as a crime, it was felt politically inadvisable to attempt this. We were also assured in this verbal exchange that the fact that clause 3(1) was phrased in the singular presented no difficulty since when charges are laid, they are laid against individuals and, in a situation where more than two people were charged, each individual could claim the consent of each other individual.

That is where the matter rests at the moment – fifteen months after the passing of the motion in the House of Representatives, there is still only words, no actions.

1.2 Human Rights Bill

The object of this Bill is to give recognition in legislation of the Australian Parliament to basic human rights and freedoms and to provide remedies for their enforcement.¹⁰

With these words, Senator Lionel Murphy, Attorney-General, began his second reading speech in the Senate on 21 November 1973 on the Human Rights Bill. CAMP quickly realised that the basic human rights and freedoms of homosexuals will neither be recognised nor enforced by this Bill, since sexual orientation is excluded from s. 7 which states:

Everyone is entitled to the fundamental rights and freedoms as set out in this Part, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other statuses.¹¹

It therefore took prompt action (in December 1973) to inform the Attorney-General of this shortcoming, and to request inclusion of the term sexual orientation in the Bill. No reply was received concerning this important matter until July 1974.

In that letter, the Attorney-General's Department claimed:

For constitutional reasons, Parliament cannot in legislation introduced in reliance on the International Covenant, establish rights that are not contained in the Covenant.¹²

CAMP responded by pointing out that the full title of the Bill gave the impression that its scope was not as limited as the Department would have us believe and that there is the opportunity to show enlightenment not shown in the UN when the Covenant was drawn up, by amending it as we had suggested.¹³ No written reply has ever been received to this letter. However, in a telephone conversation with the Attorney-General's Department, made on 2 September 1974 on our initiative in the light of its failing to reply, a senior officer reiterated that the Australian Parliament has no power to adopt an international covenant with

¹⁰ Australia, Parliamentary Debates, *Weekly Hansard*, Senate, no. 23, 20-22 November 1973, p. 1971.

¹¹ Australian Parliament, Senate, *Human Rights Bill* 1973, Part II Section 7.

¹² Secretary, Attorney-General's Department to CAMP NSW, 5 July.

¹³ CAMP NSW to Senator L.K. Murphy, Attorney-General, 18 July.

alterations. He indicated that clause 8 of the proposed Act – Everyone is entitled without any discrimination to the equal protection of the law afforded the only possibility of protection of rights and freedoms for homosexuals, but it will be only a possibility.

In the light of this reply, the Professor of Constitutional Law at Sydney University was approached for an independent opinion on the powers of the Australian Parliament when implementing legislation in reliance on and international Covenant.¹⁴ His opinion concurred substantially with that of the Attorney-General's Department but indicated that its interpretation could be a little more flexible.¹⁵

At the same time we [CAMP NSW] approached the Secretary General of the UN, since the Australian Human Rights Bill is based on the International Covenant on Civil and Political Rights (adopted by the UN in 1966) seeking his support for a move in the UN to amend that Covenant to include the term sexual orientation in s. 1 of article 2.¹⁶ To this date no interest has been shown in our request.

Copies of the letter to the Secretary-General were sent to the Prime Minister [Gough Whitlam], who was soon to address the UN General Assembly, and the Minister for Foreign Affairs [Senator Don Willesee] who was to accompany him, both of whom were to meet the Secretary-General. Covering letters were sent requesting that they raise the matter in their discussions with the Secretary-General.¹⁷ A similar letter was sent to the Australian Ambassador to the UN.¹⁸ It has been ignored to date.

On 2 September, the Department of Foreign Affairs responded to our suggestion in this way:

The International Covenant, on which the proposed Australian Bill is based, is, however, a delicate compromise that was reached after much international negotiation. To attempt to re-open the drafting of the Covenant for the purpose of including one amendment would most likely open the way to a host of other suggested amendments, some worthy, some not, which could put the very existence of the Covenant in jeopardy.¹⁹

This lack of concern to find any positive way of obtaining the rights of homosexuals is highlighted by the preceding paragraph of that same [above] letter:

The Government is, of course, sympathetic to all groups which have been discriminated against or persecuted in the past. This is the basis of the Government's proposed Human Rights Bill and of our support for international instruments on the subject.²⁰

Our very point in this whole matter is that, while the Human Rights Bill may well make discrimination against other groups a thing of the past, it will have no such effect for

¹⁴ M.A. Clohesy to P.H. Lane, 30 September.

¹⁵ P.H. Lane to M.A. Clohesy, 3 October. Our interpretation.

¹⁶ CAMP NSW to Dr K. Waldheim, Secretary-General, United Nations, 18 July.

¹⁷ 24 July.

¹⁸ CAMP NSW to Laurence McIntyre, Australian Ambassador to the United Nations, 24 July.

¹⁹ H. Gilchrist, Department of Foreign Affairs to CAMP NSW, 2 September.

²⁰ *ibid.*

homosexuals since the Bill specifically excludes them.

After two letters further to the one of 24 July aimed at obtaining a correct understanding of what the 24 July letter was saying (it having been first misunderstood) and then obtaining a response,²¹ a reply was finally received from the Office of the Prime Minister dated 22 October 1974.²² It merely supported the stand taken by the Department of Foreign Affairs, quoted above. It too hastened to assure us:

This is not to suggest that the Government is now no longer sympathetic to the aims of your organisation or that these aims would not be reflected in future initiatives of the Australian Government as you seem to imply in your letter.²³

That is where the question of Human Rights remains at the moment so far as the Australian Government is concerned.

In July 1974, at the same time that approaches were being made to the UN and the Australian Government, contact was made with various overseas movements, particularly in Scandinavia, with a view to starting a move of international pressure on the UN to have the International Covenant on Civil and Political Rights amended. In response to this move, Forbundet af 1948, the Danish movement, wrote to the Secretary-General of the UN, requesting the amendment and sent copies of that letter to the Danish Prime Minister, Foreign Minister, and the Danish delegation to the UN.²⁴

The Swedish group, Revolt, has been in touch with groups in America working on this issue, but sees little hope of any support from the Swedish Government.²⁵

1.3 National Compensation scheme

The Australian Government, in March 1973, established a committee to investigate and report upon the desirable scope and form of a nationwide system of rehabilitation and compensation for all sick and injured persons. Fifteen months later the Committee presented its report, which recommended that de facto relationships be recognised for the purpose of payments of benefits. When this came to CAMP's attention, It immediately wrote to the Minister for Repatriation and Compensation, Senator John Wheeldon, applauding this social advance, but requesting:

that the principle be extended to include the partners of homosexual unions.²⁶

A reply was received, with unusual speed, 19 days later. In it the Minister said:

²¹ CAMP NSW to E.G. Whitlam, Prime Minister, 16 August, 17 September.

²² M. Delaney, Private Secretary to the Prime Minister to CAMP NSW, 22 October.

²³ *ibid.*

²⁴ M. Ulmann, Forbundet af 1948 to CAMP NSW, 13 August, 25 October.

²⁵ M. Holm, Revolt to CAMP NSW, 13 September.

²⁶ CAMP NSW to John Wheeldon, Minister for Repatriation and Compensation, 11 July.

Oppression Upon Reflection 1974

As you may know the proposals for a National Compensation Schema are not yet finalised, and I shall certainly keep your comments in mind, during my discussions.²⁷

The matter remained at that stage for some time until the Treasurer announced in his Budget Speech that the Government had endorsed the Committee's report and that legislation to implement the scheme would be soon introduced into Parliament. CAMP immediately wrote to the Minister in these terms:

We are anxiously looking forward to evidence that our comments were not merely kept in your mind as your letter promised, but have been translated into action.²⁸

Three days after that letter was sent, a telephone call was received from the Minister's office asking us to suggest specific amendments to the proposed Bill which would give effect to our ideas.

On 22 September an eight-page submission listing the requested amendments was forwarded to the Minister. The submission was divided into three sections: Option A, Option B, Sexist language.

It was indicated that Option A was the scheme which would most fulfil our aspirations. 'We have been appalled at the way the proposed Bill relies on the status quo institutions.'²⁹ 'Therefore, CAMP's proposals in Option A sought to move beyond the usual definition of spouse, by introducing the concept family', and widening its ordinary scope so that it would cover all situations. Family was defined (accepting some of the limitations of the proposed Bill) as:

two or more people who have lived together on a permanent and bona fide basis for two years, or who are married, excluding offspring.³⁰

The result of this definitional change would be that the dependants of all family groups would be eligible to receive the benefits of the compensation scheme.

However, we are realistic enough to realise that political exigency will demand, most probably, a softer approach than that of Option A, and so have formulated Option B.³¹

The concept family, as redefined by our proposal, was also introduced into Option B, but this scheme was prepared, for the reasons outlined above, to list the members of alternative families in the Bill's lesser classification of relative.

The section on sexist language provided examples of ways in which language could be

²⁷ John Wheeldon, Minister for Repatriation and Compensation to CAMP NSW, 30 July.

²⁸ CAMP NSW to John Wheeldon, 17 September.

²⁹ *ibid*, 22 September.

³⁰ *Proposed alterations to National Compensation Act 1974* by CAMP (NSW Branch), September.

In order to make implementation of our main aim, redefinition of spouse and family, more likely, we decided to accept in our definition the distinction, introduction by the Bill itself, between families constituted through marriage and those constituted otherwise, viz., the 2 year time period. cf. Section 1.7.

³¹ CAMP NSW to John Wheeldon, 22 September.

amended to eliminate sexism, in the form of sex-specific language; ‘part of the liberation of this society is bound up with changing its dominant male structure’.³²

A prompt replay was received from the Minister’s office stating:

The Minister is now examining your submission in detail and will write to you further in the near future.³³

No further communication has ever been received by us. Several phone calls made at our instigation about the proposal have received the response that the submission was still under consideration. We have learnt privately from a member of the Senate that the Minister is not prepared to adopt our proposals in any form since he feels to do so would be politically inadvisable. Another display of lack of political courage.

When the Bill came before it for consideration, the Senate referred it to its Standing Committee on Constitutional and Legal Affairs for investigation and report. That body invited submissions from interested persons and organisations and in particular from the Law Council of Australia and the ACTU.³⁴ A copy of our submission was therefore sent to the Senate Standing Committee, the Law Council and the ACTU. The two first-mentioned bodies acknowledged receipt of the submission and indicated that they would consider our proposals.³⁵ They are still in that process. The Senate Committee will be taking evidence at public hearings around the country. We wait with interest to see if CAMP is called. Nothing has been heard from the ACTU.

1.4 Superannuation Scheme for Australian Government Employees

Moves by the Government to amend the superannuation scheme for Australian Government employees provided another forum in which CAMP could urge a redefinition of family and dependence. It was assumed that when the Government came to implement its National Superannuation Scheme,³⁶ it would use the basic principles of this scheme as guidelines. In the light of this assumption, the submission concerning the scheme for Australian Government Employees took on greater importance.

A submission, of basically the same format as that concerning the Compensation scheme, was sent to Treasurer, Frank Crean, on 25 September 1974. It said:

We are concerned that the rights, even the existence, of homosexual families have been ignored.³⁷

The submission urged that in the payment of reversionary benefits (benefits payable to survivors of contributors to the scheme upon the contributor’s death) dependent members of

³² *ibid.*

³³ Jim Anthony, Private Secretary to John Wheeldon to CAMP NSW, 24 September.

³⁴ 14 November.

³⁵ Australian Senate, Standing Committee on Constitutional and Legal Affairs to CAMP NSW, 28 November.

³⁶ In April 1973 a committee was established by the Minister for Social Security to report upon a National Superannuation Scheme. It presented an interim report in June 1974. See section 1.5.

³⁷ CAMP NSW to Frank Crean, Treasurer, 25 September.

families, as redefined by us in the submission concerning the Compensation scheme, be recognised.

On 1 October 1974 the private secretary to the Treasurer wrote:

Before departing for overseas, the Treasurer asked me to thank you for your letter of 25 September 1974 and attachments which have been noted.³⁸

CAMP replied a week later:

Presuming that politicians have minds, we presume that you have same opinion of the submission sent and that you have done more than the nauseating cliché 'noted' ... It would be appreciated if you could give some indication of your opinion about our submission, same meaningful opinion.³⁹

Over five weeks later the Treasurer replied through the Minister assisting him that our submission would receive careful consideration.⁴⁰

To obtain further support for our proposals, copies of the submission were sent to Prime Minister Whitlam, Deputy Prime Minister Cairns, Minister for Social Security Hayden with a covering letter which declared:

We look forward to evidence that you are supporting moves for a more just society in Australia.⁴¹

Whitlam's office referred the submission to the Treasurer and informed us of this without commenting on it.⁴² The private secretary to Dr Cairns [Deputy Prime Minister] wrote:

The many comments received have now been assessed, including requests to eradicate sexist language and it is anticipated that the matter will be considered by the Government as soon as possible.⁴³

Recognition of the section on sexist language was at least some advance on the other ministers. We were informed by the Treasurer that the Minister for Social Security had forwarded our letter to him.⁴⁴

Since the superannuation scheme is concerned with employees, and the union movement had already displayed considerable interest in it, CAMP felt that this was an opportune time to introduce the issue of homosexual rights to unions. It therefore sent copies of the submission to thirty-three unions, with members in the public service, and the ACTU.⁴⁵

The willingness of the union movement to take up the homosexual cause is nil, as evidenced by the fact that only the Builders Labourers Federation of NSW has ever replied to our

³⁸ R.Q. Freney, Private Secretary to the Treasurer to CAMP NSW, 1 October.

³⁹ CAMP NSW to Frank Crean, 8 October.

⁴⁰ F.E. Stewart, Minister assisting the Treasurer to CAMP NSW, 14 November.

⁴¹ 30 September.

⁴² Michael Delaney, Private Secretary to the Prime Minister to CAMP NSW, 11 and 21 October.

⁴³ J Douglas, Private Secretary to the Deputy Prime Minister to CAMP NSW, 15 October.

⁴⁴ R.Q. Freney, Private Secretary to the Treasurer to CAMP NSW, 10 October.

⁴⁵ 29 September.

communication. The BLF letter stated:

The Union supports the proposals submitted to the Government by CAMP and we will endorse your suggestions in a letter to the appropriate Government Department. Our best wishes to your members. We wish you well in your struggle and we will give you as much support as possible.⁴⁶

When CAMP learnt that the scheme was to be discussed at a meeting of the Parliamentary Labor Party (Caucus) on 4 December 1974, the following urgent telegram was sent to Senator Arthur Gietzelt (ALP, NSW):

Please ensure today's Caucus herald a breakthrough for alternative families by adopting CAMP's superannuation proposals.⁴⁷

In a subsequent telephone conversation Senator Gietzelt indicated that there had not been opportunity to press our proposed amendments since Caucus was only voting on the scheme in principle. Further appropriate action will be taken when the matter comes up for debate again.

1.5 National Superannuation Scheme

We were disturbed in examining the Interim Report of the National Superannuation Committee of Enquiry⁴⁸ to note that in discussing payments for pensioner's dependents, yet another advisory committee to the Government was unable to see beyond status quo institutions. The Report on page 183 states:

... the dependants in question basically fall into one or two categories: a dependent spouse less than age 65 or a dependent child.⁴⁹

On 13 December 1974 in a submission to it CAMP urged the Committee:

to take a broader view of family units than is evidenced here. This would involve the definition of family to include all units, however constituted, which consider themselves a family.⁵⁰

We pointed out that few statistics are available to indicate the numbers of families outside the traditional nuclear pattern, but listed some of those who would benefit by our proposals, namely, homosexual families of two or more members, nuclear families in which the husband wishes to be dependent, mixed-sex families of more than two members.

Under our scheme, dependency would be the criterion for making payments, but in all cases this would have to be proved: it would never be assumed.⁵¹

⁴⁶ Joe Owens, Secretary BLF to CAMP NSW, 4 October.

⁴⁷ CAMP NSW Urgent Telegram to Senator Arthur Gietzelt, 4 December 1974.

⁴⁸ Interim report of the national superannuation committee of inquiry, *National Superannuation in Australia*, June 1974, p. 183.

⁴⁹ *ibid*, p. 183.

⁵⁰ CAMP NSW submission to National Superannuation committee of inquiry, 13 December, p. 1.

⁵¹ *ibid*, p. 2.

It was stated that consideration needs to be given to establishing the principle that one member of a family may be dependent.

1.6 Australian Public Service Commission

The Royal Commission into the Australia Public Service was advised on 11 July 1974 by CAMP that it would be presenting the Commission with a submission concerned with the welfare of homosexuals in the Public Service. It would cover terms of reference of the Commission dealing with the relationship of the Australian Public Service with the Parliament, Ministers and the community; personnel policies and practices; salaries, wages and other conditions of service; the rights of public servants as citizens.

Considerable time was spent in gathering evidence and documentation, studying this and drafting the submission. The submission was finally prepared for presentation to the Commission on 17 October.

In the introduction to its submission CAMP declared:

The homosexual members of the Australian Public Service have far too long been ignored or actively discriminated against. It is time that their existence was recognised, their rights legislated for and their life-style encouraged and supported.⁵²

Part I of the submission stressed the role of the Australian Public Service in influencing public attitudes. This was attributed to the part it plays in formulating and implementing government policy. Being in this position, CAMP submitted, it should be in the vanguard of social change, not trailing them.

The submission pointed up, with examples, the difficulties which movements such as ours face when trying to penetrate the bureaucracy.

The crux of the problem of morale with homosexual public servants is the necessity for them to hide their sexuality.⁵³

This pressure, claimed Part II of the submission, has two sources: (a) usual societal pressures, resulting in blackmail; (b) fears concerning job appointment and promotion. Both these combine to force homosexuals to feel that they must hide their sexuality. CAMP urged implementation of a program which would overcome this.

It declared that criminal records relating to homosexual offences should have no bearing on appointments to the Public Service:

It is unjust, because the laws are archaic and, anyway, bear no relation to a person's job suitability, that these records play a part in selecting people for positions in the Public Service.⁵⁴

⁵² CAMP NSW Submission to Royal Commission on the Australian Public Service, 17 October, p. 2.

⁵³ *ibid*, p. 3.

⁵⁴ *ibid*, p. 4.

Because of these problems with job selection, the submission suggested the appointment of a homosexual ombudsman.

Part III of the submission outlined suggested changes to the Public Service Regulations which govern the granting and payment of allowances, such as travelling allowance, sick allowance and leave, removal allowance, district allowance. The basic recommendation concerned the adoption of our redefinition of “family”.⁵⁵ We noted that:

Provision should be made in the regulations that payment will only be made to the family of the officer or employee where the family is found to be dependent on the officer or employee.

The *Public Service Act* came under scrutiny in Part IV. Here, CAMP stated that the Joint Council, the employer-employee organisation of the Public Service, to be truly representative of the organisations of all officers and employees, should have a representative(s) from homosexual organisations. It said that the composition of the Joint Council, or its equivalent, should be determined by the percentage membership of the Public Service of the various relevant parties.

On job promotion, the submission declared:

Discrimination in job promotion within the Public Service against persons whose homosexuality is known to those charged with recommending the promotion should be positively legislated against.⁵⁶

It submitted that CAMP would be an appropriate organisation to sit on Appeal Tribunals where public servants believed their homosexuality was a factor in the decision re promotion.⁵⁷

The final part (V) of the submission dealt, as did the Compensation and Superannuation submission, with sexist language:

It is necessary that all language discriminating on the grounds of sex in the Public Service documents be eliminated and avoided in the future.⁵⁸

As with the other submissions, a list of possible changes was included.

Attached to the submission was an appendix recounting personal experience of discrimination suffered by a known homosexual in the Post Office:

Throughout, I have been deliberately misled and my progress in the Post Office seriously delayed by what amounts to an appalling ignorance on the part of officers of the Post Office Branch who frequently conduct interviews leading to the appointment of staff, and in whose hands the recommendation of appointment or promotion is often left.⁵⁹

⁵⁵ Submission, p. 5.

⁵⁶ *ibid*, p. 9.

⁵⁷ *ibid*.

⁵⁸ *ibid*, p. 10.

⁵⁹ *ibid*, p. 16 (Peter Bonsall-Boone).

The submission was sent to the Commission in Canberra on 21 October and was received by them on 25 October.

On 19 November, Michael Wilson, Secretary to the Commission, telephoned CAMP and invited Peter de Waal and Mike Clohesy, who had prepared the submission, to appear before the Royal Commission at a public hearing in Sydney on 5 December to discuss the submission. Out of 510 submissions received, the Commission has heard only 28 at public hearings, so we were rather pleased with this recognition, but hope that it will bear fruit.

A couple of days before the hearing we received from Peter Wilenski, special adviser to the Commission, copies of questions which would form the basis of questioning by the Commissioners. This gave some chance for thought and preparation.

The Commissioners present at the hearing were: Dr HC Coombs (Chairperson), Professor Enid Campbell, Mr P Munro and Mr PJ [sic-PH] Bailey. We began by declaring that we were homosexual, members of a homosexual family and that we considered it important that homosexuals themselves speak on homosexual issues.⁶⁰ We also expressed the hope that the Commission would not lose sight of the female homosexual members of the community in view of the fact that we were male.

Coombs opened discussion by questioning a statement in the submission that the existence of homosexual members of the Australian Public Service should be recognised, their rights legislated for and their life-style encouraged and supported:

Frankly, I find it a little puzzling to know why a commission on the organisation of government should consider encouraging and supporting any individual life-style.⁶¹

In reply, we pointed out that, in fact, the Public Service at the moment does favour a life-style:

It favours the nuclear family life-style in so far as leave, superannuation payments and so on are based on this style. It ignores our life-style and it ignores the life style of single people, heterosexual families which have more than two members, so in fact we move from the point that the Australian Public Service already favours a particular life-style ... We think it should not make judgement: it should be neutral.⁶²

During the discussion about the role of the Public Service in changing attitudes and breaking down discrimination, the idea of a Homosexual Bureau was mooted. Coombs' first comment on the Bureau, which is similar to ideas put forward by women's organisations, is of interest:

It suggests, I suppose, that because of the past negative discrimination, you need a period in which there is positive discrimination or measures to favour the group in order to overcome the effect of past discrimination.⁶³

⁶⁰ The ensuing of the public hearing is taken from the official transcript of proceedings, as are the direct quotations. The transcript is reproduced with the permission of the Attorney-General of Australia.

⁶¹ Royal Commission on Australian Government Administration, *Transcript of proceedings*, Sydney, Thursday 5 December 1974, p. 693.

⁶² *ibid*, M. Clohesy.

⁶³ Transcript, p. 694.

Coombs asked whether a bureau concerned to work against discrimination on any grounds would be sufficient. We replied that this would be a satisfactory arrangement provided there was a specialised homosexual Department, staffed by known homosexuals, since only homosexuals are truly capable of understanding their discrimination.

Bailey asked: 'Do you know to what extent homosexuals are stopped from rising to the top positions?'⁶⁴ We answered:

We only know three or four known homosexuals in the Public Service. The other homosexuals whom we know all are terrified to come forward and say what their sexual orientation is in fear of being discriminated against.⁶⁵

Coombs was mystified why we attached such importance to public declaration of their sexuality by homosexuals. He felt that people could reasonably consider this a private matter and no more necessary to reveal than political or football affiliations. We pointed out the difference between homosexuality and the other issues: that to be homosexual was not regarded favourably, that homosexuals are not free to talk about their feelings for their partners (as husbands are of wives, or vice versa). In the process of coming forward and expressing their affections, homosexuals become full human beings. We pointed out that the argument that people should be free not to reveal their sexuality is only valid in a situation where they are totally free to reveal it.

While discussing discrimination in job appointment and promotion with Bailey, we admitted that few statistics of discrimination are available, since people making appointments never reveal that homosexuality was a factor in failing to get the job: 'we can only speak of the fears that people have ...'.⁶⁶

In the course of this discussion, this statement by the Prime Minister was read:

My view is that in the operation of the recruitment, promotion, and disciplinary processes under the *Public Service Act*, account should not be taken of criminal convictions when those relate solely to consenting homosexual acts between adults and in private. I know that the Public Service Board shares my views, and that its current practices accord with them.⁶⁷

We also learned that the Public Service Board has stated that merit alone should be the criterion for recruitment and advancement and that homosexuality is not relevant. We complained that these statements of policy are never made public:

Obviously, homosexuals who feel depressed and worried about their position would be delighted to have an encouraging statement of a step forward by our Prime Minister, but is this disseminated?⁶⁸

Professor Campbell entered the discussion to raise our proposal for an extended definition of

⁶⁴ *ibid*, p. 695.

⁶⁵ *ibid*, P. de Waal.

⁶⁶ *ibid*, p. 697, M. Clohesy.

⁶⁷ E.G. Whitlam, Prime Minister to Bill Hayden Minister for Social Security, 6 April.

⁶⁸ Transcript, p. 699, P de Waal.

the concept of family. She asked whether we would be in agreement with the approach of the women's organisations that allowances should be payable according to whether or not the officer in question had to maintain dependants. We pointed out that we had studied the women's submissions and believed that, in fact, we were saying the same thing. Professor Campbell asked if there would be any difficulties in establishing dependency. To this we replied that the family register could be used for this purpose. We suggested that consideration be given, as was needed, to the principle that one member of a family may be dependent.

Our recommendations concerning sexist language, Munro asked whether suggesting that the legislation be amended wasn't taking things too far. Two viewpoints were indicated in reply:

... the financial subsidy of such a change would be worth while in social benefits that would accrue from people being conscious of the fact that 50 per cent of the population were not male. If finance was going to be a terrible problem I think the principle could be that forthcoming legislation would adopt this principle.⁶⁹

We were asked by Campbell why we thought sexual orientation should be relevant to representation on Joint Council. We pointed out that that body is mainly concerned with conditions of employment (ie. all allowances, leave of every kind, superannuation). Since these are second best for homosexuals, they should be represented on the body concerned with them. Supporting our argument, Munro mentioned that one staff representative on Joint Council represents females.

Bailey gave examples of administrative action which could be recommended ahead of extensive changes to provide rights for homosexuals, and asked if we would be happy with those recommendations. We indicated the affirmative.

The hearing ended with Coombs stating that they would be in touch with us if they wished to discuss matters further.

1.7 Family Register

It became obvious once we had formulated the idea that the definition of family needed to be extended (see sections 1.3-1.5) that some sort of central register was needed where people in a group would be able to declare itself a family (probably by statutory declaration).

Establishment of the register would have the immediate effect of eliminating any distinction between families constituted through marriage and those not in legal and administrative matters, and in the long term would serve to eliminate marriage as the basic unit of society and encourage a wider range of life-styles.

Families registered as such would be entitled to the same legal rights which now accrue to members of the nuclear family, eg., taxation claims for dependants, social security benefits, medical contributions funds, inheritance rights, education allowances, housing loans.

⁶⁹ *ibid*, pp. 701-2, M. Clohesy.

CAMP suggested to the Australian Attorney-General on 30 September 1974 that serious consideration be given to ways in which this register could be established. After three telephone calls by us (10 November, 2 December, 3 December) we discovered that our proposal had not even reached the appropriate section within the Attorney-General's Department (the Family Law and Miscellaneous Section of the Justice and Family Law Division). We were assured on 3 December that steps would be taken to rectify this. However, on 14 January 1975 when we telephoned the Family Law Section, we learned that the head of the Section had never heard of our proposal. The following day, therefore, we forwarded a copy of our original letter.

We have the impression that our proposal is being shelved because the changes it would initiate are too revolutionary.

1.8 Human Relationships Commission

Another initiative of the Australian Government in 1974 was the establishment of a Royal Commission 'to enquire into and report upon the family, social, educational, legal and sexual aspects of male and female relationship ...'.

This has proved an excellent opportunity to press for recognition at governmental level of homosexual relationships and of the pressures placed on them by a society which continually works to oppress them. Accordingly, CAMP announced at the opening hearing of the Commission that we would be presenting it with a submission which would be supported by oral evidence.

The official announcement of the establishment of the Commission and newspaper advertising to this end did not get the Commission, investigating human relationships, off to a good start, since they perpetuated society's dominant-male ethic by referring to Elizabeth Evatt as chairman of the Commission. We wrote in these terms to the Commission on 30 September 1974.⁷⁰ The only reply we have ever received was a standard note of acknowledgement of receipt on 22 October 1974.⁷¹

The submission is to be presented before 31 March 1975.

1.9 Classified Telephone Directory

In mid-August 1974 CAMP received a telephone call from an officer of the Directories Section of the PMG wanting to know a suitable classification for our entry in the Yellow Pages.

Consideration was given to this matter and it was decided that, given the unique and specific nature of the movement, the only suitable arrangement would be for a new heading to be created: 'Organisations – Homosexual'.

⁷⁰ CAMP NSW to Royal Commissions branch, Department Special Minister of State, 30 September.

⁷¹ R.A. Wise, Royal Commissions branch, SMOS, to CAMP NSW, 22 October.

We consequently wrote to the appropriate PMG section outlining this decision and the reasons for it on 23 August 1974.⁷² We received a reply from the PMG on 27 August, informing us that our request had been referred to the Headings Committee (Melbourne) for consideration.⁷³ No reply was received for three months until pressure was applied by us by telephone calls at the end of November. On 3 December the PMG replied by letter thus:

Advice has been received that your request is not approved as it is considered that the heading 'Organisations – Miscellaneous' to be suitable for your organisation's entry. It will therefore be arranged to list your entry under that heading in the next issue of the directory.⁷⁴

A telegram protesting at the blatant discrimination shown by this decision was immediately sent. A reply by letter was sent on 8 December 1974. It declared that the decision was quite unsatisfactory as 'Organisations – Miscellaneous' does not qualify in any way the work done by CAMP:

You will see from my first letter, in which I quoted from CAMP's constitution, that this body exists to support homosexuals in their fight for equality in the community. The refusal of the Headings Committee to even acknowledge the existence of such a campaign is a concrete illustration of the oppression we are attempting to combat.⁷⁵

The only reply so far has been a letter on 16 December 1974 informing us that our objections had been referred to the Headings Committee – a very elusive body.⁷⁶

1.10 Population Census 1976

When it came to our notice in November 1974 that a test census was to be held, moves were begun to amend the questions in the census form to include a census of homosexuals and homosexual families, since the only statistics available date from 1948 and refer only to the United States of America (in Kinsey et al.)

This move has been deferred for the moment because CAMP feels a more favourable climate for people to reveal their sexuality needs to be achieved, or misleading statistics would be obtained.

1.11 International Women's Year

1975 has been designated International Women's Year by the UN. A secretariat has been established by the Australian Government to promote the year and to allocate funds for programs designed to celebrate it.

On 23 December a submission was forwarded by CAMP to the IWY Secretariat requesting a

⁷² CAMP NSW to Superintendent, Sales Branch PMG, 23 August.

⁷³ M.J. Meehan for Superintendent Sales Branch PMG, 27 August.

⁷⁴ M.J. Meehan for Assistant Superintendent Directories and Sales Checks, Australian Post Office to CAMP NSW, 3 December.

⁷⁵ CAMP NSW to Superintendent Directories and Sales Checks, 8 December.

⁷⁶ G.E. Rinkin for Assistant Superintendent Directories and Sales Checks APO to CAMP NSW, 16 December.

grant of \$30,200 for activities associated with Women's Year. We stated our aim as follows:

To research the position of the female homosexual in Australian society;

To formulate and conduct an education program to change current attitudes.⁷⁷

We pointed out the unique nature of this program, one which had never been undertaken in Australia before. If the money is made available, it will be expended in the following way:

A series of six weekend workshops. The weekends will be open to interested women from all over Australia. Members of CAMP will provide the nucleus, arrange speakers to deliver papers on the topics under discussion, coordinate inter-workshop research and coopt people with relevant expertise and experience in particular areas where needed. It is envisaged that participation in the workshops would provide:

- (a) the experience of participation itself;
- (b) the opportunity to conduct research by pooling ideas and resources;
- (c) the preparation of a series of ten pamphlets for distribution to the attitude-forming institutions of society;
- (d) preparation of a series of tapes, based on the workshops, for distribution to radio and television throughout Australia;
- (e) regular press releases to the media outlining the work being achieved, as part of the education program;
- (f) a poster campaign – six posters are envisaged to advertise the work being done and to form part of the education program.

The publication of a book (5,000 copies) outlining the position of the female homosexual in Australian society based on the findings of the series of workshops.

The IWY Secretariat has indicated its receipt of our submission by a telegram on 6 January 1975. No further information is to hand at this stage.

1.12 CAMP NSW Centre, Glebe

CAMP began leasing its present premises at 33a Glebe Point Road, Glebe in December 1973 from [John] Giles Bourke Holdings Pty Ltd. When that company ran into difficulties in September 1974 the property passed to the mortgagees, John Steel Ltd. and WR Carpenter Finance Co. Soon after this the property was put up for sale by action.

Since CAMP was anxious to retain the property, immediate steps were taken to investigate means of obtaining the necessary finances. We first tried various avenues of obtaining finance privately, but legal and economic opinion was that this was not feasible. Our next step was to approach the Minister for Social Security, Bill Hayden. This was done in an urgent letter sent on 9 October requesting assistance in the form of a grant, loan or guarantee, 'to purchase the

⁷⁷ Submission for grant CAMP NSW to IWY Secretariate, 23 December, p. 1.

property and continue building up the unique service to the homosexual community that we have started'.⁷⁸ To press our case we contacted Senator Gietzelt (ALP NSW). He spoke subsequently with Bill Hayden, who indicated that, although he was very interested in giving help, there is no Social Security legislation under which money can be made available to established organisations. The only possible avenue within his responsibility was the Australian Assistance Plan and this was not yet operating fully.

Arthur Gietzelt then approached the Minister for Health, Doug Everingham, who recommended that an application be made for a grant under the Community Health Program of his Department, to purchase the property. This application was sent (following necessary procedure) through the NSW Health Commission on 4 November 1974.⁷⁹ In a telephone call from Canberra the following Friday, Brian Hennessy, Chairman of the committee of the Hospitals and Health Services Commission which decides which applications will receive a grant, stated that on a preliminary investigation of our application, he would think that it would not be approved since purchase of the property would not lead to an extension of our services. CAMP therefore immediately sent an addendum to the application to Hennessy arguing that purchase would, in fact, lead to an extension of services.⁸⁰

No word has been received from Canberra, despite many telephone calls to Hennessy's office, when the property was up for auction on 12 November 1974. However, the property was passed in and CAMP, because it has shown interest in purchasing, was given until the end of the week to make an offer. On the afternoon of the auction, Hennessy, in a telephone call, indicated that our application could not be treated as urgent and would have to go through the normal processes, which meant no response would be received until the middle of December. He was at pains to point out that this decision was in no way connected with the fact that we were a homosexual movement.

Since the owner's agent, L.J. Hooker, were very anxious for us to make an offer for the property (they claimed they had an interested buyer; we believed this to be a bluff, and called it), we put pressure on Hennessy, mainly through telephone calls, to make an early decision on our application. He was non-committal on this for some time but we finally managed, only through dint of pressure, to obtain a date by which we would be informed of the decision. On 9 December Hennessy notified us by telephone that our application had been rejected since the committee felt that it did not have sufficiently high community health content. He was most anxious to point out that this rejection reflected no anti-homosexual bias. This assurance was again accepted laconically.

Written notification was only received, through the NSW Health Commission, on 20 January 1975 (after Hennessy had said it would be received within ten days).⁸¹ Once the telephoned decision had been received, CAMP informed Arthur Gietzelt, who indicated that he would again take up the matter with Doug Everingham.

⁷⁸ CAMP NSW to Bill Hayden, Minister for Social Security, 9 October.

⁷⁹ CAMP NSW application for grant under Community Health Program to Hospitals and Health Services Commission, Australian Government, 4 November.

⁸⁰ CAMP NSW, addendum to application for grant under Community Health Program to Brian Hennessy, Hospitals and Health Services Commission, 10 November.

⁸¹ B.M. Nolan, acting Regional Director Health Commission of NSW to CAMP NSW, 15 January 1975.

Section 2: South Australian Government

2.1 Dr Duncan

Dr George Duncan, a lecturer in the Department of Law at the University of Adelaide, was drowned in the River Torrens outside a well known beat on 10 May 1972. The circumstances surrounding the murder were extremely suspicious, but a report by two Scotland Yard detectives brought to SA to investigate it has never been revealed to the public.

On the second anniversary of the occasion, CAMP, Cross+Section its church group, together with the Catholic group Acceptance, held a ceremony outside the SA Tourist Bureau in George Street, Sydney. In a speech on the occasion, Peter Bonsall-Boone, CAMP Co-President, declared:

We are fighting against, basically, the fact (which we commemorate tonight) that a man can be murdered in cold blood by society – by a society which proceeds to protect itself by shutting out from itself the truth behind the crime.⁸²

That evening a campaign was begun to have the report of the New Scotland Yard detectives released or the government's enquiry reopened. A letter to this effect was signed by those present and sent to Premier [Don] Dunstan.⁸³ The Premier's Department informed us on 23 May 1974 that 'your letter has been referred to the Chief Secretary for consideration'.⁸⁴

When no reply had been received in early June, a telegram campaign was begun to solicit a reply from the Chief Secretary. The only outcome was this letter to a member:

The investigation into the death of Dr Duncan did not produce evidence sufficient to put anybody on trial for any offence and contains material which is damaging to the reputation of persons whose conduct is discussed in the report. It follows that this case is not necessarily closed because if evidence were forthcoming at any time in the future the case would proceed.⁸⁵

Section 3: Western Australian Government

3.1 Homosexuality Commission

On 29 November 1973 a Bill was introduced into the WA Legislative Assembly to amend those ss. of the Criminal Code relating to homosexual acts. The Bill was passed by the Assembly and sent to the Legislative Council on 5 December. On 15 December, R.J.L. Williams moved in the Council:

That the Criminal Code Amendment Bill be referred to a Select Committee.

The motion was agreed to. The Committee was appointed as a Royal Commission on 16

⁸² Peter Bonsall-Boone, address to Duncan wreath-lying ceremony, 10 May. Unpublished manuscript.

⁸³ CAMP NSW (many signatories) to Don Dunstan, Premier of South Australia, 10 May.

⁸⁴ W Voyzey, acting Director Premier's Department to CAMP NSW, 23 May.

⁸⁵ A.F. Kneebone, Chief Secretary to Peter de Waal, 3 June.

January 1974 with wider terms of reference. Following is a review of the report handed down on 18 September 1974.⁸⁶

The Report of the Royal Commission investigating homosexuality in WA is most remarkable for the things it fails to do than for what it achieves, but it does make some intermittent enlightened comments.

Its first section, which investigates the law, makes the recommendation that ‘acts of homosexuality between two consenting adults in private should not constitute an offence’.⁸⁷ Applause for this step needs to be tempered by realising that this is an elementary step agreed upon by all but the most condemnatory of groups (as public opinion polls in Australia consistently show).

Attitudes towards homosexuals in WA come under scrutiny in the second section of the report.⁸⁸ To substantiate its findings here the Commission quotes four non-homosexual groups, namely, christian religions, the law society, psychiatrists and a clergyman who runs a counselling service. Consistent with its general approach in the report, it quotes neither the homosexual movement nor the individual homosexuals who presented evidence: the people surely most capable of commenting on social attitudes.

The submission from the christian religions maintained that homosexuality as such is not a crime, but it is a sin.⁸⁹ In its submission, the Law Society of Western Australia reported the decision made by the Society in October 1972 to support reform of the law ‘... to remove therefrom as an offence homosexuality between consenting male adults in private.’ The submission states that the members of the Society who put the motion forward were at pains to point out that in approving such a motion, the Society was not by implication approving of homosexuality itself.⁹⁰ The psychological and psychiatric submissions (psychiatrist Csillag is quoted at length) were positive in tone, but did not go further than necessary. Csillag merely concluded that homosexuality cannot be considered a disease, but did attribute to psychiatric agencies some role in changing social attitudes.⁹¹

The Commission describes the submission of the fourth person, the Reverend Chad Varah (‘OBE, MA’) of the Samaritan Organisation, as of ‘immense value’ since he and the organisation have ‘had considerable dealings with homosexual people’.⁹² Such a comment makes it seem even more strange that homosexuals are not quoted. Varah claims that the change in the law in the United Kingdom has led to a gradual improvement in the public attitude towards homosexuals but that homosexuals still suffer from society’s non-acceptance.⁹³

⁸⁶ Historical details from *Report of the Honorary Royal Commission appointed to inquire into and report upon matters relating to homosexuality*. Western Australia: 18 September 1974, pp. 1-4.

⁸⁷ Report, p. 26.

⁸⁸ *ibid.* pp. 29-36.

⁸⁹ *ibid.* p. 29.

⁹⁰ *ibid.* pp. 30-32.

⁹¹ *ibid.* pp. 32-34.

⁹² *ibid.* p. 34.

⁹³ *ibid.* p. 35.

The Commission concludes from this section that even with the possibility of reformation of the law public attitudes will not change overnight.⁹⁴ This, of course, is true and will continue to be true until the attitude-forming institutions of this society (eg churches, the legal profession, medical people as here quoted) stop their oppression of homosexuals. The churches purport to be very liberal by accepting that homosexuality is not a crime – but they continue to repress christian homosexuals by insisting that practice of their life-style is a sin; the legal profession purport to be very liberal by recommending law reform but ensures that oppression will continue by qualifying this stand so much so as not to taint the profession.

The Royal Commission has the general feeling that there is more tolerance now than in the past. They attribute this situation almost entirely to the fact that the matter has been debated in some depth in the media.⁹⁵ Perhaps ‘the matter has been debated in some depth in the media’, but we would be interested to learn where ... certainly not in Australia.

The section of the report on victimisation covers this in the field of discrimination, physical assault and blackmail.⁹⁶ It displays a good understanding of these phenomena as they affect homosexuals. However, it is short on practical ways of preventing these from happening. For instance, it makes no mention of an anti-discrimination bill, no recommendation that the Australian Human Rights Bill be amended to prevent discrimination against homosexuals; it fails to grasp that homosexuals can only be blackmailed so long as they are forced or believe they are forced to hide their sexuality; it therefore failed to recommend a program designed to encourage homosexuals to reveal their sexuality.

In the section on the term of reference under which they had to make recommendations to prevent proliferation of homosexuality, the Commission successfully lays to rest the myth that homosexual liberation will lead to an increase in the number of homosexuals.

The general fears of the community that proliferation will occur is usually due to two definitions – that homosexuals are either (a) a mincing transvestite or (b) a dirty old man.⁹⁷

It strongly makes clear that the first category represents but a small percentage of the population and that there are more heterosexuals who commit offences against minors than homosexuals.

The Report concludes that there are sufficient medical facilities for homosexuals but that the medical profession needs to be more educated about homosexuality, as do people in general. It declares:

The majority of homosexual problems arise from the fact that social pressures are forced on them by a predominantly heterosexual community. Greater tolerance by the heterosexual community at large could well see an alleviation of the homosexual’s main adjustment problems.⁹⁸

⁹⁴ *ibid.*

⁹⁵ *ibid.*, p. 36.

⁹⁶ *ibid.*, pp. 36-40.

⁹⁷ *ibid.*, p. 41.

⁹⁸ *ibid.*, p. 42.

There is some merit in this statement, but here, as in the report in general, the Commission fails to come to grips with the basic cause(s) of the oppression of homosexuals (and therefore of their 'problems' as homosexuals). That is, it does not recognise that this society only accepts those who are prepared to adopt the nuclear family pattern and continue the ethic of male-dominance. The report would therefore perhaps have been richer had the Commission discussed the questions it lists as 'observations' and which it deems outside its terms of reference.⁹⁹

There is practically no mention in the report of the specific oppression which female homosexuals suffer.

Having criticised the report thus, we should mention that for a government report it didn't do too badly. The only worthwhile 'report on homosexuality' can be one coming from the homosexual movement.

Section 4: Minority Groups

At its meeting on 22 June 1974, the executive of CAMP NSW resolved:

That close links be established between CAMP and other liberation movements.¹⁰⁰

In accordance with this policy, CAMP arranged a meeting of various minority groups to be held at the Centre [33a Glebe Point Road, Glebe] on 17 August 1974. Representatives of the following groups attended: WEL, Humanist Society, Prisoners Action Group, Manly Community Centre, Ananda Marga, Metropolitan Community Church, Acceptance and CAMP.

The people present explained the aims and methods of their group and the reasons they believed there should be cooperation between minority groups. All present were strongly in favour of developing closer links and a further meeting was decided on. This is yet to be held.

Meanwhile, contact has been maintained with these and similar movements by individuals and by the exchange of publications.

Section 5: Miscellaneous

5.1 Penny Short

At the end of 1973, Penny Short, a trainee teacher at Macquarie University, published a lesbian poem in the student newspaper *Arena*, and was seen kissing her girlfriend in public. As a result, she was declared medically unfit by the [NSW] Education Department and her Teachers' Scholarship was withdrawn, leaving her with the prospect of no career and no means of support.

⁹⁹ *ibid*, p. 44.

¹⁰⁰ Minutes of the executive meeting, 22 June, p. 2.

On 29 March 1974, a demonstration, supported by CAMP, was held outside the offices of the state department of education to protest at this discrimination. As a result of this, discussions were begun with the education people, but proved to be unsuccessful.

5.2 May Federal Election

Time did not permit CAMP NSW to publicise the issue of homosexuality in the election for the Australian Parliament. However, leaflets were produced and distributed at some of the larger rallies. They asked the question:

Will your parliamentary representative represent you?

We know that at least 10% of the population is homosexual. You and I have relatives and friends who are homosexual. And yet, at the moment, homosexuality is a dirty word in parliament.

Let's talk about it.

This means that all parliamentarians choose to ignore their own relatives and friends.

Ask your member if he or she is prepared to allow your own relatives and friends to take their full part in the world.

5.3 Country Party

At its annual conference in Tamworth in June the Australian CP voted in favour of reforming the law to permit homosexual acts between consenting adults in private.¹⁰¹ Following this, a press release decrying this sop cast in the direction of oppressed minorities in the community by politico-trendies was distributed to the media.¹⁰² It asked:

Must homosexuals sit back and accept the muddled unthinking statements of those who would appear to be offering them a chance to live within the confines of society? We see this latest move as a continuation of the oppression which the homosexual movement is trying to kill.

5.4 Registration

In accordance with long-expressed sentiment, CAMP, on 10 July, became registered as a non-profit organisation with the State government. The immediate effect of this was to enable our name (Campaign Against Moral Persecution NSW) to be listed in the alphabetical telephone directory. It is also useful to wave as a symbol of respectability to officialdom when necessary.

5.5 Chile

To commemorate the first anniversary of the overthrow of the Allende government in Chile (11 September), homosexuals were called upon to join with the Chile Action Committee and

¹⁰¹ *Australian*, 29 June, p. 11A.

¹⁰² CAMP NSW *Press release*, 29 June.

its supporters who were organising a march through Sydney and a rally to demonstrate against the repressive regime of the junta now in power, a repression directed fiercely against our homosexual brothers and sisters. The following telegram of support was sent to the CAC:

365 days of suffering are too many. CAMP will support Chilean people and our repressed sister and brother homosexuals at today's demonstration.

5.6 Victorian Discrimination Bureau

The Victorian Government, when outlining its program at the opening of the spring parliamentary session, indicated that a special bureau would be established to investigate discrimination on sex, colour, race or religious grounds.¹⁰³

When CAMP read the newspaper report of this move and realised that homosexuals had yet again been ignored (because sexual orientation was not included) it wrote to Premier Hamer pointing out:

Governments have a record for overlooking the oppression of a significant section of our society – homosexuals – when drawing up such plans.¹⁰⁴

The letter went on to urge that this situation be rectified by including sexual orientation in the terms of reference of the bureau.

Although he failed to recognise our specific request, Hamer in his reply displayed some signs of being positive:

It is intended that all forms of discrimination will be subject to investigation.¹⁰⁵

5.7 Australian Union of Students 1975

At its August Council Meeting, AUS decided to invite ideas on campaigns it should pursue in 1975. An article accompanying this invitation in the Union's newspaper, *National U*, which reviewed the possible scope of activity failed to mention homosexual liberation at all.¹⁰⁶

CAMP wrote stating that it was appalled that homosexual liberation had been ignored:

Quite obviously, women's and black liberation, as part of the struggle of the oppressed against this capitalist system, must be adopted as a plank of AUS; but, so too must homosexual liberation.¹⁰⁷

CAMP indicated that AUS should work in close concert with the homosexual movements and support their demands such as for changes in school sex education, attitudes of union movement, end to job discrimination, and the recognition of homosexual families.

¹⁰³ *Australian*, 11 September, p. 9.

¹⁰⁴ CAMP NSW to R.J. Hamer, Premier of Victoria, 12 September.

¹⁰⁵ R.J. Hamer to CAMP NSW, 4 October.

¹⁰⁶ *National U*, 23 September.

¹⁰⁷ CAMP NSW to President, AUS 30 September.

5.8 Prisons

A newspaper article in the middle of 1974 about Cooma Prison drew CAMP's attention to a particular feature of the NSW prison system, namely, that there are special prisons for homosexuals.¹⁰⁸

Upon investigating the matter further with the help of CAMP WA, who also took it up, we discovered that prison regulations stipulate that prisoners shall be classified into certain categories when they enter prison. Among these categories is homosexual, defined as:

all convicted prisoners whose criminal history or prison record provides, in the opinion of the Commissioner, substantial evidence of homosexuality.¹⁰⁹

CAMP wrote to Minister for Justice Maddison on 12 December in these terms:

We would be interested to learn the justification and reason for including homosexuals in a separate category.¹¹⁰

Maddison replied on 31 December:

The classification system is intended largely as a protective device, both in a physical and mental sense, and is not intended as a punitive measure.¹¹¹

This matter will be pursued further.

¹⁰⁸ *Sun*, 27 May, p. 12.

¹⁰⁹ New South Wales Parliament, *Prisons Act 1952 as amended: regulations*, p. 3

¹¹⁰ CAMP NSW to John Maddison, Minister for Justice, 12 December.

¹¹¹ John Maddison to CAMP NSW, 31 December.

religion

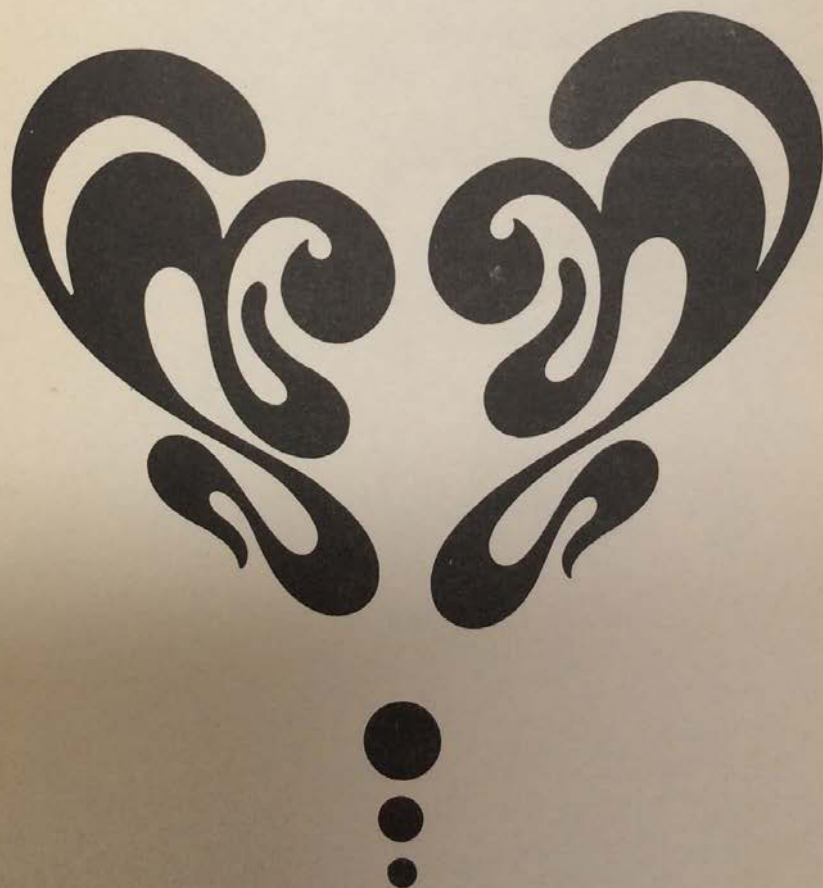


Image of original chapter page in *Oppression Upon Reflection* 1974

Section 6: Anglican Church

6.1 Homosexuals Report Back

The October 1973 Synod of the Anglican Diocese of Sydney adopted a *Report on Homosexuality*, prepared principally by clergyman Bruce Smith of Moore Theological College.¹¹² The Report could, at best, be described as repressive.

Cross+Section, the then church group within CAMP, decided in January 1974 that the Report would have to be challenged and set about preparing a retort.

In the course of its preparation, an interesting item appeared in the official diocesan journal. It read in part:

Bruce Smith's *Report on Homosexuality*, published at the time of Synod last October, continues to cause a stir wherever moral questions are publicly debated. Although the 'CAMP' camp has been very quiet for a while, the issue is bound to come up again.¹¹³

Spies everywhere it seems?

Our report was published appropriately on Anzac Day. It consists of four main sections: Legal and Social Aspects (Peter de Waal and Michael Clohesy); Religious Aspects (Joseph Chetcuti); Psychology and Psychiatry (Debby Heywood); a Personal Response to the Report (Christopher Bendall). David Ritchie assisted with technical aspects of production.¹¹⁴

Copies of our report were sent to all Sydney Anglican clergy, federal and state parliamentarians, religious leaders, libraries. Media copies were accompanied by a press release.¹¹⁵

This resulted in a news item in *The Sydney Morning Herald*, reviews in the *Australian Church Record*, and the Macquarie University students newspaper *Arena*, a fight with the ABC Lateline and no mention in the *Southern Cross* which had been so eagerly awaiting our publication.¹¹⁶

A reply by the authors to the review by Smith in the *Australian Church Record* sent to the

¹¹² Church of England Diocese of Sydney, Ethics and Social Questions Committee, *Report on homosexuality*. Sydney: C of E, 1973.

¹¹³ *Southern Cross*, April, p. 18.

¹¹⁴ Cross+Section, church group within CAMP NSW Branch, *Homosexuals Report Back*. Sydney: CAMP, 1974.

Limited numbers of copies of the Report are available from CAMP at 50c per copy.

¹¹⁵ CAMP NSW *Press release*, 28 April.

¹¹⁶ *Sydney Morning Herald*, 30 April, p. 14. *Australian Church Record*, 13 June, p.7. *Arena* (details unavailable, but around Sept.)

Authors *HRB*, lettergram to Head Special Projects Radio, 30 April.

CAMP NSW to Talbot Duckmanton, General Manager ABC, 3 May.

T.S. Duckmanton to CAMP NSW, 3 June.

CAMP NSW to T.S. Duckmanton, 24 June.

K. Fraser, acting assistant General Manager ABC to CAMP NSW, 2 July.

editor was not published; instead a private letter in reply was sent to editor Meyer.¹¹⁷ In it he expressed interest in receiving a 2000 word article showing from the biblical statements about homosexuality that a Christian could be a practising homosexual. He apparently had not read the report, since that was precisely what the religious section was doing.

The response from individuals ranged from a 7 handwritten page letter from an Anglican clergyman proclaiming, among other things, in a large blue stamp, 'Jesus Christ is our only hope', to a letter of commendation from a New Zealand Catholic clergyman.¹¹⁸

6.2 Synod v Peter Bonsall-Boone

A challenge was issued in June to the hierarchy and leading clergy of the Sydney Church of England to prove that the Report on Homosexuality adopted by the 1973 synod was more than merely:

a mammoth publicity stunt, designed to indoctrinate the laity with propaganda which the Diocese is not prepared to implement.¹¹⁹

In a letter to the Standing Committee of Synod, the six bishops and the quartet of heavies (Knox, Smith, Cole, Shilton), Peter de Waal and Mike Clohesy listed four ways in which Peter Bonsall-Boone, who claims to be (simultaneously) both a practising Anglican and a practising homosexual, contravenes the principles enumerated in the hallowed report. They called on those in power, in the light of this, 'to rectify these preposterous double standards', by:

1) proposing a motion at Synod to the effect that Peter Bonsall-Boone be disqualified as a member of Synod in accordance with Standing Order 13 of the Standing Orders Amendment and Consolidation Ordinance 1968-71;

or

2) proposing a motion to reject the Report on Homosexuality in its entirety.¹²⁰

In the four replies received and in the failure of seven to reply at all we saw the hypocritical evangelicals, with uplifted cassocks, in full flight from the challenge:

Knox to God—

I think, however, the action urged by St Paul, namely, mourning before God acts of sexual aberration in the church at Corinth is a more effective method since the sin is not so much against the congregation or the Synod but against God and his mind so clearly made know to us in holy scripture and also, I would judge made known through our consciences. And so it is to God that I intend to refer the anomaly to which you have drawn my attention, but which I was aware of before I received your letter;¹²¹

¹¹⁷ Cross+Section to Editor *ACR*, 24 June.

¹¹⁸ H.C. Dunstan St Barnabas' Mill Hill Waverley to the Box holder, 5074 GPO, Sydney, 1 May.
F.C. Donnelly, University of Auckland to Cross+Section, 8 May.

¹¹⁹ Peter de Waal, Michael Clohesy to several Anglican clergy, 11 June.

¹²⁰ *ibid*, p. 2.

¹²¹ D.B. Knox, Principal Moore Theological College to P. de Waal & M. Clohesy, 19 June.

Dain to someone else–

I have made enquiries and understand that the contents of your letter is already under consideration by the appropriate Diocesan body who will in due course be reporting to the Standing Committee; ¹²²

Robinson to an escape clause–

... the point of contention is not homosexuality as such, but the practice of homosexuality, and, to the best of my recollection (I was present in the Synod when he spoke), Mr Bonsall-Boone did not state in the Synod that he was a practising homosexual; ¹²³

(We agree that Peter Bonsall-Boone did not actually use the five words ‘I am a practising homosexual’ in that sequence in his speech, but this implication should have been clear to anyone of intelligence);

Standing Committee to legalism–

... the Standing Committee has asked me to inform you that the Synod has no power under Standing Order 13 to disqualify an elected representative ... ¹²⁴.

Section 7: Festival of Light

7.1 Sydney Rally

Although not much hope was held for the exercise, Cross+Section, the then church group within CAMP made an effort to raise the awareness and tolerance of those festival of lighters attending their rally in Hyde Park on 7 April. It did this by distributing leaflets; this was followed up by a letter from CAMP to the listed members of the Advisory Committee of the FOL. ¹²⁵

The only follow-up was the expected response from Gordon Jackett MLA, Salvation Army, Kerle Bishop of Armidale, Bruce Smith clergyman; a non-committal response from Milton Morris MLA; a conciliatory letter from John Court; a beautiful telephone conversation with Lady Violet Braddon.

Let's leave this section at that ... the least said the better.

¹²² A.J. Dain, Assistant Bishop to P. de Waal, 15 August.

¹²³ Donald Robinson, Bishop of Parramatta to P. de Waal & M. Clohesy, 4 July.

¹²⁴ W.G.S. Gotley Secretary Standing Committee to P. de Waal & M. Clohesy, 1 August.

¹²⁵ 10 April.

public education & information



Image of original chapter page in *Oppression Upon Reflection* 1974

Section 8: Media

- 21 January 1974 John Ware appeared on ATN7 news program talking about male homosexuals and VD.
- 28 April 1974 Press release issued to all Sydney and some interstate media in connection with the publication *Homosexuals Report Back*. The results of this are set out in the section on the report. The fight with Lateline mentioned there centred around the fact that they intended to use our report as the basis of a program but not allow us to be the principal speakers on it.
- 10 May 1974 Press release issued to all Sydney media outlining the commemoration by the homosexual movements of Sydney of the death of Dr Duncan. The only result of this was a melodramatic description of the ceremony by Brian White on his 2GB Today show. A letter of protest was sent to him; a standard letter was received in reply.¹²⁶
- 21 May 1974 Copy of the letter sent to SA Premier re Duncan and signed by several members was published in *The Australian*. As a consequence of this, the ABC radio program PM contacted Peter Bonsall-Boone and an interview with him was broadcast that evening.
- 21 May 1974 Peter de Waal and Peter Bonsall-Boone appeared in the 100th program of ABC TV's Chequerboard as a follow-up to their original appearance.
- 26 May 1974 Peter Bonsall-Boone appeared on the Mike Willesee show, together with Acceptance representatives Joe Foster and Joy Thomas, to discuss the attitudes of the churches to homosexuality.
- 2 June 1974 (Rev) Jim McLaren on 2UW talkback program attacked a mother who said she understood and accepted her daughter's homosexuality. Margaret McMann rang in and counter-attacked McLaren.
- 29 June 1974 Press release issued to all Sydney media in connection with decisions on homosexuality of the CP conference.
- 18 July 1974 A letter was sent to the rebel media group *New Journalist* seeking a discussion about an alleged ban of news on the homosexual movement by Fairfax and Murdoch.¹²⁷ No reply has ever been received.

¹²⁶ CAMP NSW to Brian White, 23 May.

¹²⁷ CAMP NSW to *New Journalist*, 18 July.

Oppression Upon Reflection 1974

- 2 August 1974 An hysterical leading article and editorial appeared in *The Manly Daily* expressing alarm at the fact that the Manly Community Centre was operating facilities for homosexuals. A letter in reply from CAMP was published in that paper on 10 August.
- 4 August 1974 Mike Clohesy spoke on the 2CH religious news program explaining the reasons for CAMP's decision not to support the trip to Australia by Troy Perry.
- 3 September 1974 A caustic letter was sent to radio personality Claudia Wright in response to remarks she made when beginning her new radio program, to the effect that people would not have to put up with listening to 'lesbians, transvestites, homosexuals' on her programme.
¹²⁸ The letter bore fruit on 20 September.
- 9 September 1974 Following an invitation from the ABC an impressive number of people from CAMP were present at the recording of a televised debate between Brigid [Bridget] Gilling and Frieda Brown on the subject 'That the family is the basic unit of society'. Some pertinent questions and much fruitful heckling were contributed.
- 20 September 1974 Mike Clohesy spoke to Claudia Wright's program on 2GB concerning the psychiatric treatment of homosexuals.
- 31 October 1974 A letter from CAMP in reply to one by Acceptance in that paper concerning the churches and the law reform was published in *The Australian*.¹²⁹
- 25 November 1974 Following an ABC Four Corners program on Christ's Community Church, CAMP wrote to the ABC complaining about certain aspects of the program and at the fact that it has never attempted a documentary on the real struggles of the homosexual and the homosexual movement in Australia.¹³⁰
- 6 December 1974 Reports of CAMP's appearance before the Public Service Commission were carried by *The Daily Telegraph*, *The Australian* and *The Canberra Times*; Channel 9 ran a news item on it.
- 16 December 1974 Press release issued to Wollongong media in connection with a talk given to trainee nurses at Wollongong Hospital by Margaret McMann and Robyn Plaister. The release was not reported.

¹²⁸ CAMP NSW to Claudia Wright, 3 September.

¹²⁹ CAMP NSW to editor *Australian*, 25 October.

¹³⁰ CAMP NSW to Peter Reid, Executive Producer *Four Corners*, 25 November

Because of the poor coverage of the activities of minority groups in general and the homosexual movement in particular, CAMP has become involved with the Inner City Community Radio Group which is attempting to obtain a licence for an AM community access station.

Section 9: Other

21 January 1974	Lex Watson spoke to Mascot Rotarians at the International Terminal on homosexuals and sex education in schools.
30 January 1974	Sue Wills addressed a meeting of eighty doctors, social workers and nurses at Broughton Hall.
11 February 1974	Gaby Antolovich and Sue Wills addressed, with members of Gay Liberation and Radical Lesbians, thirty community service trainees – psychiatrists, psychologists, social workers and nurses – at Callan Park.
20 February 1974	Sue Wills and Gaby Antolovich addressed a Manly discussion group of thirty people on lesbian liberation.
26 February 1974	Mike Clohesy addressed an Orientation Week function organised by the Gay Society of the University of New England, Armidale.
1 March 1974	Peter Bonsall-Boone addressed a meeting organised by Campus CAMP, University of Qld, as part of their Orientation Week activities. Subject: The Christian homosexual.
5 March 1974	Debby Heywood and Peter Bonsall-Boone spoke to the Chatswood Junior Chamber of Commerce Chapter at Willoughby.
3 April 1974	Seahorse Club (for transvestites) attended the Phone-A-Friend meeting.
17 April 1974	Andrea Russell and Sue Rawlings of Homosexual Guidance Service led discussion at the Phone-A-Friend meeting.
7 May 1974	Peter de Waal attended a meeting with the Society of Friends, who were preparing a paper on homosexuality.
16 May 1974	The Phone-A-Friend meeting was devoted to an exchange of information between PAF and Helen Ma of the Drug Referral Centre.
5 August 1974	Mike Clohesy spoke with one of the groups at the International Training Institute at Mosman.

Oppression Upon Reflection 1974

- 22 August 1974 Dr Walker, Director of Epidemiology with the NSW Health Commission spoke at the Phone-A-Friend meeting on VD and other goodies.
- 11 September 1974 Peter Bonsall-Boone lectured at Monash University on 'Religion and homosexuality' as part of the Homosexual Studies Course organised by David Widdup.
- 26-27
September 1974 CAMP was represented at a Symposium on 'Psychosurgery and Society' at Callan Park by Mike Clohesy.
- 3 October 1974 A group of students enrolled in a community health nursing course attended the Phone-A-Friend meeting.
- 28 October 1974 Bob Hay addressed a group at the Paramedical College.
- 30 October 1974 Several members of CAMP attended a protest at Central Court against police brutality.
- 16 December 1974 Margaret McMann and Robyn Plaister addressed a group of trainee nurses at Wollongong Hospital.

Approaches to the Chatswood Branch of the ALP (who wrote to us) ¹³¹ and the principal of Randwick Boys' High School (several students of which contacted Phone-A-Friend) seeking permission to address them have received a stony silence. ¹³²

¹³¹ CAMP NSW to Debbie Shapira Secretary Chatswood ALP, 24 October

¹³² CAMP NSW to Principal Randwick Boys High School, 30 August, 5 October.

Appendix

Homosexual Bureau

The search for practical measures to analyse and change existing attitudes and practices within the Australian Public Service relating to homosexuals, and to provide for their recognition and the implementation of their rights has led to the conclusion that this purpose would best be served by the establishment of a Homosexual Bureau.

This would be a body able to concern itself with the whole Public Service and the policies and practices of all departments. It would have authority to make recommendations concerning any matter it felt related to homosexuals. It would be an independent body, safe from the whims of changing governments.

We believe that a central Bureau is preferable to a system in which homosexual officers were attached to individual departments for several reasons: greater efficiency; possibility of more co-ordination in the work being done; ease of communication in the work being done; ease of communication between Bureau personnel; possibility of development of major projects; danger that homosexual officers would be caught up in departmental work not related to homosexuals.

The Bureau would make an Annual Report to Parliament on its work. This would provide an occasion for reviewing the structure and functions of the Bureau.

The Personnel of the Bureau would be known homosexuals, or people of different sexual orientation selected by a panel of known homosexuals, with equal numbers of women and men, so far as this was possible. Because of the large volume of work remaining from the past to be done, it is envisaged that more staff would be needed when the Bureau began than at later stages of its existence.

Structure

- Central office, situated in Canberra;
- Personnel responsible for liaison with departments;
- Personnel responsible for education programs;
- Research personnel;
- Personnel responsible for contact with the public.

Functions

- Review existing legislation and regulation with a view to recommending changes which would provide for the rights of homosexuals;
- Review proposed legislation and regulation for the same purpose;
- Initiate proposals for government action;
- Conduct education programs on homosexuality for various classes of officers, for

example:

- (a) those responsible for appointment and promotion;
 - (b) those responsible in departments for drawing up legislation;
 - (c) departmental heads;
 - (d) those dealing with the public.
- Undertaking research into:
 - (a) nature of attitudes to homosexuals and homosexuality within the Australian Public Service;
 - (b) nature of discrimination against homosexuals within the Australian Public Service;
 - (c) means of changing prevailing attitudes and discrimination;
 - (d) status of homosexual women within the service;
 - (e) morale of homosexuals within the Australian Public Service;
 - (f) job success of homosexuals who are known as such in the Australian Public Service;
 - Initiate programs designed to facilitate homosexuals identifying themselves as such within the Service;
 - Maintain facilities to receive and redress the grievances of homosexuals;
 - Provide representation for homosexuals on appropriate committees advising Government and departments, and on such bodies as Joint Council;
 - Provide information resource centre for officers with duties relating to homosexuals;
 - Maintain close liaison with the various homosexual movements and related movements.
-